

## No new personnel hired by ODOT during April

During a 30-day period in April, no new personnel were hired in ODOT as a result of the hiring freeze imposed in January.

Carl Hobson, manager of Personnel Operations, said it was the first time in his memory a month had passed with no new hires.

Personnel Services Branch Manager Bob Whipps said that as of May 1, there were 249 vacancies

in the department (excluding DMV).

He said some of these positions, vacant since the beginning of the biennium, will never be filled, and the new 1981-83 budget will eliminate them.

"Most of the positions vacated during the last month have been either filled through promotion, transfer or voluntary demotion," Whipps said, "or they are left vacant, in which case there is a shift in the work load among existing personnel and some things just don't get done."

Despite the increasing number of vacancies, Whipps said, there was still reason for concern.

"Attrition is working in some areas, like maintenance, where there are vacant positions opening up," he said. "But in engineering and related fields, where there is a serious potential surplus of employees and few vacancies, we're not making a big dent with attrition. It's not working in some areas where there are the most problems."

Whipps said the hiring freeze was showing some positive results, and the computer analysis, or "tracking system," was beginning to show management the resulting trends.

"This makes it easier for us to assist management in identifying the areas where we need to focus more of our attention and energy," he said.

## Older bridges in state get federal funds

The federal government, concerned with the safety of bridges across the nation, has made funds available to states to replace or repair bridges under the Highway Bridge Replacement Program.

Oregon, because of its diverse topography and numerous streams, has over 6,000 bridges. The useful life span of most highway bridges is about 50 years, and many of the state's bridges, which were built in the 1920s and 30s, are reaching their age limit.

The historic significance of each of Oregon's 1,200 bridges built before 1940 is being determined to see which are eligible for the National Register of Historic Places, and which can be replaced or repaired.

Because of stringent federal laws on historic preservation, modification or replacement of the older bridges is difficult because of increased planning time and necessary coordination with historic preservation agencies.

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## Transit rider counts vary

There were some "ups" and "downs" in Oregon Transit ridership counts during the first quarter of 1981, according to Beth Mulcahy of the Public Transit Division.

Comparisons were made with the same quarter a year ago.

The urban transit systems in Portland and Eugene, Tri-Met and Lane Transit District were down 9 percent and 21 percent, respectively, while Salem Transit District was up 55 percent for a total decrease in urban transit of 8 percent.

For the communities of 50,000 or less, average ridership increased by 17 percent.

The 29 special non-profit transportation companies providing bus services to the elderly and handicapped had a 37 percent increase.

During the past quarter, the total number of passenger trips taken on all systems was 7 percent less than a year ago.

"This has been the third straight quarter that total ridership has shown a decrease," Mulcahy said.

"Increased fares and shortages of operating funds and equipment have probably been the major reasons for most of the decreases," she said.

## Inside

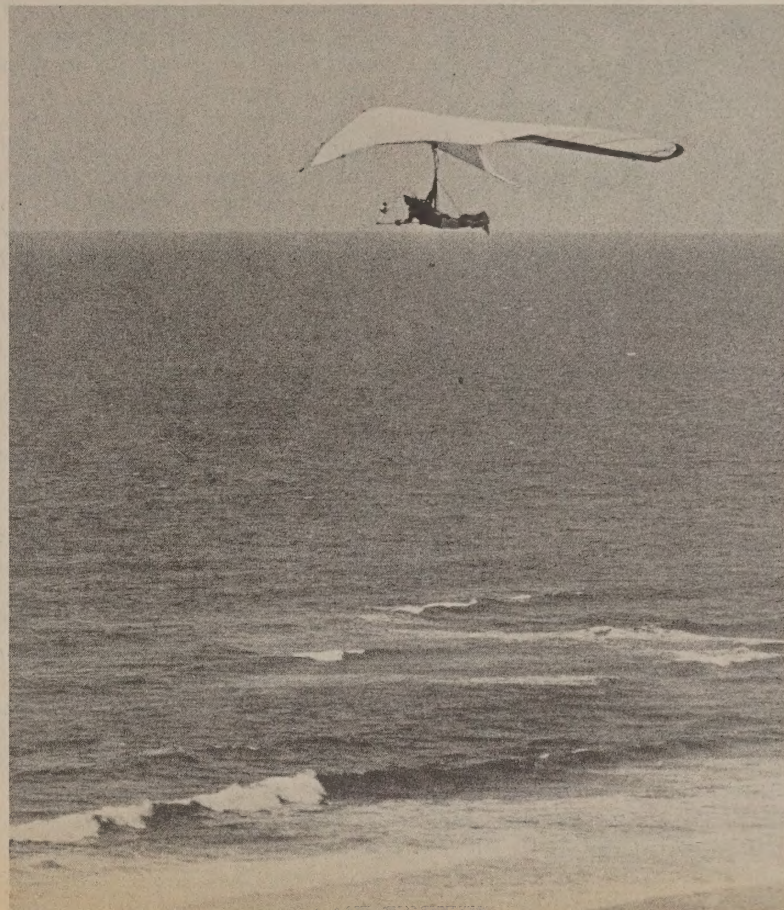


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## Flyin' high

A hang glider drifts out over the beach at Cape Kiwanda. Constant use of this beach and Cape Lookout by hang gliders has prompted the Parks Division to establish some rules and regulations about their flying. See story page 3.

## Fall in overnight camping attendance may be ending

While it's too early to celebrate, there is cautious optimism at State Parks that a downward trend in overnight camping during recent years might have ended.

Peak camping attendance in recent years occurred in 1971-72 when 1.8 million campernights were recorded.

That figure eased off slightly the following year, and then plunged to 1.5 million in 1973-74, apparently the victim of the gasoline shortage.

Attendance rebounded gently each of the next three years, reaching 1.7 million in 1976-77, about the time the surcharge was enacted. Since that high point, total campernights have declined by approximately a quarter of a million to 1.46 in 1979-80.

Precise reasons for the decline in camping are not known, although many "experts" point to a combination of factors, including high gasoline prices, a sluggish economy, increased parks rates and, at least initially, implementation of the \$2 nonresident camping fee.

Some early indicators point to a possible upswing in camping this summer. Reports from 10 of the 13 parks where campsite reservation applications are accepted indicated 24 percent more have been received this spring than in the com-

parable period of 1980.

The increase was logged despite a drop at Fort Stevens State Park, where construction activity has delayed resumption of overnight camping.

## Defer income period open

Employees interested in the state's Deferred Compensation Plan may enroll now through June 30, 1981.

This is another opportunity for employees who haven't previously participated in the program to enroll.

The purpose of the plan is to provide state employees opportunities to set aside a portion of their income now and not pay any federal or state tax on that money until it is received.

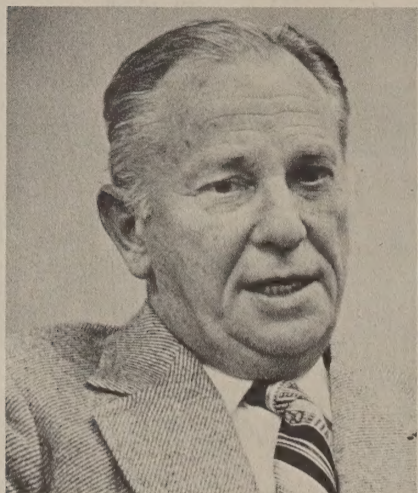
Further information is available by calling 378-3156.

## BULLETIN

Gov. Vic Atiyeh has appointed H. B. Giustina of Eugene and Robert F. Dwyer of Portland to four-year terms on the Transportation Commission, replacing Gordon Coleman and Michael Hollern, respectively, whose terms end June 30, 1981.

## Director's Corner

FRED KLABOE



The neighboring states of Washington and Idaho have enacted hefty road-user increases during their recently completed legislative sessions.

Idaho's gas tax went from 9 1/2 cents to 11 1/2 cents and most other fees, including ton-mile charges on trucks and registration, increased over 20 percent.

Washington increased its tax from 12 cents to 13 cents a gallon and made provision for increases to a maximum of 16 cents. Their legislature also removed (as Oregon has done) the police from the gas tax fund and added a \$10 increase in the registration fee to fund them.

And Oregon still struggles along at 7 cents--unchanged since 1967.

How well off do you think you would be if you still were paid the same wages you received in 1967? In that year, a Maintenance Worker 2 made \$525 a month and a Highway Engineer 1, \$745 a month. They now make \$1,237 and \$1,663 respectively, an average increase of 128 percent.

Some will argue that travel has gone up and therefore more gas used, bringing in more dollars. That's true, traffic has increased 64 percent. But given more efficient cars, our income has only increased 44 percent.

Besides that, traffic increases mean more needs: more needs for maintenance, because of increased wear on our roads; more needs for safety improvements, because of increased exposure to accidents; and more needs for capacity improvements to alleviate congestion.

I recently talked to people from Washington and Idaho, and they remarked that they didn't see how we managed to keep the system up with so little revenue. Both states have less mileage than we do. The plain fact is that we haven't kept up.

Our people have done their best with the little they have. They've scrimped and scraped in every way possible to get more for less, and I'm proud of them for the fine job they have done. But, I'm no longer very proud of our highway system.

Ten years ago, I would have held our system up to any in the United States, but not now. It is deteriorating at an increased rate each year.

The people of Oregon must realize this by now. We pray that they will do something about it soon before it is too late.

## Flex hours aid employees in adjusting their schedules

**FLEXIBLE**, *adj.*, able to bend without breaking; adjustable to change; capable of modification.

In the past, the times an employee was expected to arrive and leave from work seemed more rigid and strict than flexible.

But since late 1977, ODOT employees have enjoyed a system called flex hours, where they set their own work schedule based on personal preference and convenience.

"An employee can work anywhere from 6 a.m. to 6 p.m.," said Carl Hobson, manager of the personnel section, "anything that makes eight hours. Lunch breaks vary from 15 minutes to one-and-a-half hours."

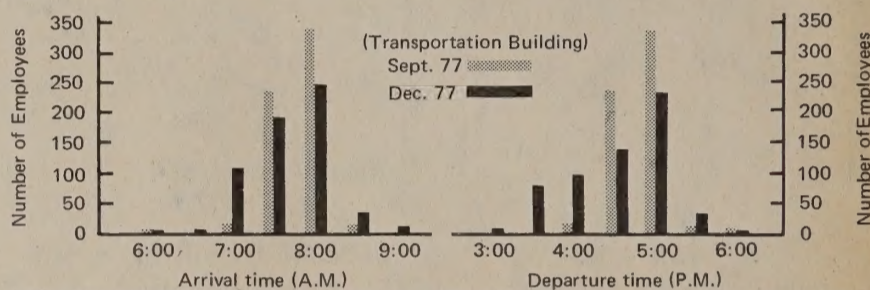
He said it was the employee's option to request flex hours, and

ing employees) Hobson said it was not too common in the field offices where employees must meet the public during regular business hours.

State Highway Engineer Scott Coulter stressed the philosophy of flex hours. "We are here to serve the people of Oregon," he said. "It is important the public be served during normal working hours."

"At the same time, the work performed by an employee is the product the public pays for. We should permit as much flexibility as is practical."

Hobson said there was some unhappiness about flex hours on the supervisors' part, but general acceptance of it on the employees' part.



Graph shows difference flex hours made in arrival and departure times when it was initiated in 1977.

up to the section heads to approve them, "unless they show it to be a situation they just can't work with."

Although flex hours are widespread in the Salem area, (two-thirds of the Transportation build-

"The most general dissatisfaction comes from supervisors who have a large number of employees under their control, and it's difficult to remember who is on what hours," Hobson said. "They even have varied coffee breaks. But most supervisors have accepted it as a way of life."

Walt Hart, head of the Bridge Design Section, said flex hours are generally satisfactory but do cause some headaches, "especially when a problem comes up late in the day and the supervisory personnel are gone. But this disadvantage isn't a big one."

Hart said the principle advantages are that the employees are happier, and it gives them time to accomplish something at home and still work eight hours a day.

### Question of the session:

## Will a highway revenue measure pass?

By George Bell  
Ass't. Director of  
Intergovernmental and  
Public Affairs

Things are looking up!

The big question all along this legislative session has been whether any kind of a highway revenue measure would be passed.

After three successive defeats at the polls, it didn't seem too likely the legislators would have much appetite for trying another gas tax increase.

The industry groups were disorganized and squabbling among themselves, each concerned with its own interests.

What was missing was leadership. Enter Jane Cease.

The personable Portland Democrat, who prefers to be called "Madam Chair" by those who testify before her House Transportation Committee, has taken hold of the loose reins with sure hands.

### Exploratory meetings

She set highway funding as her first priority and, with the aid of her committee administrator, Carol Kelsey, set to work gathering facts and data about the issue.

After a series of exploratory meetings, she called industry representatives together at a Salem restaurant one late afternoon in early April.

Is there a need to do something

about highway funding? she asked. Everyone said yes.

Do you want to try to do something this session? Yes.

Okay, she said, I'll work with you, but only under one condition--that all of you get together and come up with a plan that everyone can support, both in the legislature and later during the election campaign.

A second meeting was



scheduled in mid-April, attended by about 25 highway user-type association representatives. After a two-hour discussion, everyone present agreed, on behalf of his or her organization, to support either one of two proposals:

--Legislatively enact, without referral, a 1 cent per gallon gas tax increase; and refer to the voters a measure for successive 1 cent per gallon increases for each of the next three years, with a comparable weight-mile tax increase.

--Legislatively enact, without referral, a 1 1/2 cents per gallon gas tax increase; and refer to the voters a 1 1/2 cents per gallon gas tax increase, with a comparable increase in the weight-mile tax.

A public opinion poll was commissioned, and the results showed that the 1 cent increase for three years had the best chance of being approved by the voters.

That seems to be the flag, then, that everyone is going to rally around.

At this point, it appears doubtful that legislators will be able, politically, to support a 1 cent increase without referring it to the voters.

Even with that doubt hanging over the situation, there are still two things to cheer about: the emergence of Rep. Jane Cease's leadership, and the unanimity among the industry groups.

Some of us, frankly, never thought we'd live to see the day when such diverse groups as the Oregon Motorist Association, Associated General Contractors, the Oregon Logtruckers Association and the Farm Bureau would all stand up and salute the same flag.

### Political skill

As Jane Cease said on a recent TV program, "Some of those people don't even like to be in the same room together."

It was her political skill that got them, in fact, in the same room, and it is her leadership that is developing a consensus around a single plan to provide more revenue to the Highway Fund.

On behalf of ODOT, thank you, Madam Chair.

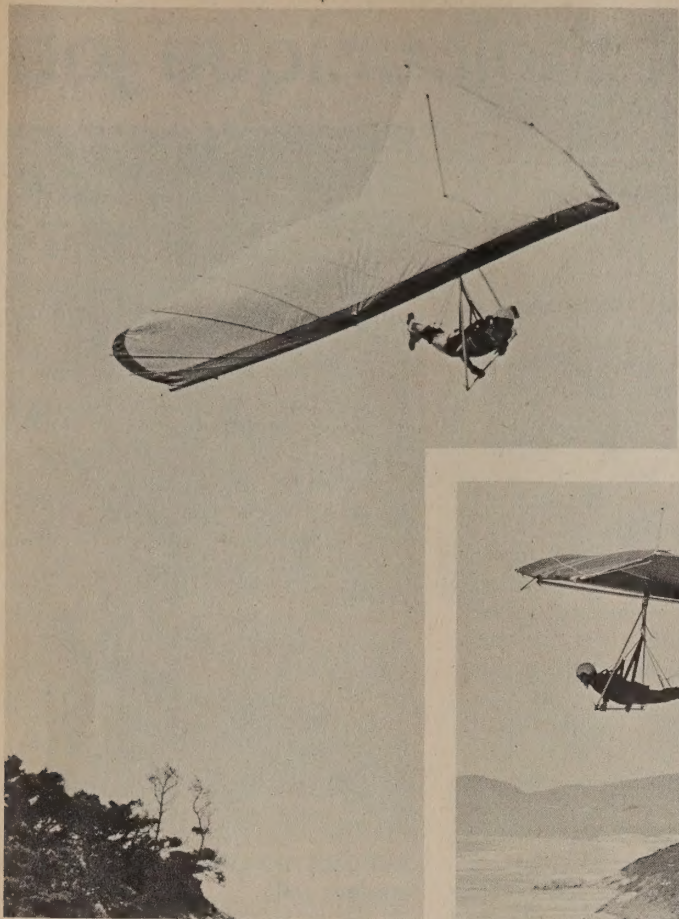
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Hang gliders take advantage of a clear, windy day at Cape Kiwanda, where the Parks Division has set up some new rules for flying.



## Parks Division sets new rules for hang gliders using state land

Look, up in the sky....

On a dry, windy day at the coast, park visitors who look up in the sky at either Cape Kiwanda or Cape Lookout are likely to see neither bird nor plane but a hang glider.

Hang gliding has grown in popularity along the coast in the past few years, and the dunes of Capes Lookout and Kiwanda have developed as favorite take-off spots.

Ed Kornblum, park manager at Cape Kiwanda and Cape Lookout, said the Parks Division got involved with regulating hang gliding because people used those spots to take off and land.

"They take off and land on our beaches," Kornblum said, "but really, once they're in the air, they're out of our jurisdiction."

### Hang gliding restrictions

With the growing use of state park land for hang gliding, and the increasing hazard to motorists along US101 who stop to watch, Kornblum said this year, for the first time, the Parks Division issued a set of hang gliding restrictions and requirements.

"Cape Kiwanda is the only park designated for hang gliding," he said. "They're not supposed to jump off Cape Lookout, but there's not much you can do about it."

Kornblum said the south face of Cape Kiwanda could only be used by hang gliders from Oct. 1 to April 30, because of the heavy amount of summer visitors. The north face could be used all year.

The new park rules give authority to region supervisors and park managers to determine where hang gliders may launch and land on park property.

Darald Walker, park's region supervisor, said before the rules were established, he had to go through parks' administrator Dave Talbot every time he had a question.

"This way the managers and supervisors have more leeway to make decisions," Walker said.

The rules take into consideration the safety and enjoyment of park visitors and the impact on the parks' facilities.

They state, in part, that all pilots must wear helmets, and that aerial activities are limited to the hours of the park. All pilots are responsible for their own actions and their equipment must comply with current safety standards.

Kornblum said there was a \$500 fine or 30-day jail term for anyone caught not following the regulations, but added that no one had ever been convicted.

"Most of them seem to be pretty safety conscious," he said. "They really don't give us too much trouble."

## Aeronautics Education Unit supervises flight schools

By Dennis Clarke  
Public Affairs Specialist

The following is part of a series describing the different sections and functions of ODOT.

"We are really more a program than we are a section or a unit," said Sam Griggs, assistant administrator for education at the Aeronautics Division, referring to his office.

Griggs heads up the division's education program, which supervises flight school programs in Oregon.

The program is funded by the Veterans Administration (VA), as are Griggs' salary and the part-time services of Denice Holbrook, division secretary.

Griggs, who has an airline transport pilot license and 7,000 hours of flying time, has been a flight instructor since 1949. Holbrook has been a licensed pilot since 1978.

### Oregon flight schools

Currently, the flight schools in Oregon accept only licensed pilots as students, most of whom are seeking a commercial pilot license.

One requirement of a VA flight school graduate is to earn at least half of his or her living through aviation work.

"My job," said Griggs, "is that of an inspector--to see that the schools meet federal requirements."

He must look them over, examine their curriculum and make certain they meet both Federal Aviation Administration (FAA) and VA standards before giving them official approval.

Commercial pilot courses offered by the schools include instrument and navigational training, advanced radio and pre-flight procedures, and type-rating for specialized aircraft.

A helicopter course in lifting and

carrying loads, for logging operations and bridge building, is offered by a few.

"Students are looking toward a variety of jobs," Griggs said, "including commercial flying, pilot instruction, air-taxi and emergency services, crop dusting, and fixed based operations, to name a few."

Griggs predicts the division's education program may be in for some changes.

He said VA funding requirements have become more and more restrictive. Approved schools in Oregon have dropped in number from 49 to 24 during the past 10 years, and there are fewer eligible veterans these days.

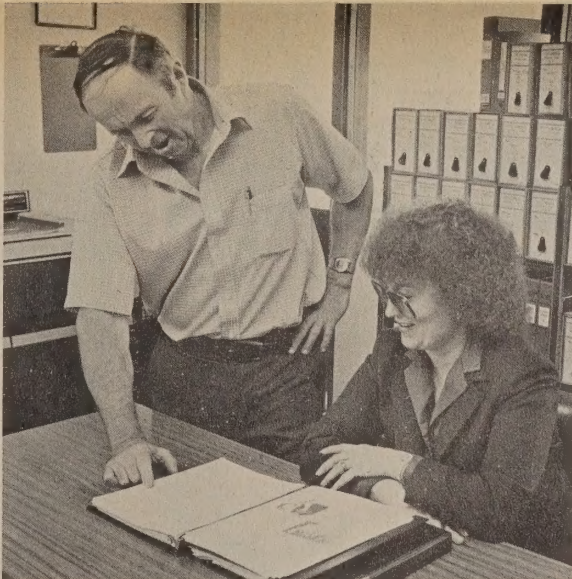
Also, flight training costs have increased, and veterans now receive only 60 percent funding rather than 90 percent.

Griggs said these changes and restrictions are making it extremely difficult for the program to continue as it has.

"If the VA-funded program is discontinued, our office may focus on developing educational programs for the general aviation public," he said. "Aviation is growing rapidly, and a public education program is badly needed to accompany this growth."

The situation is not unique to Oregon. Montana and several other states are witnessing the same change.

Griggs held a similar position with the Montana Aeronautics Division for six years before coming to Oregon a year ago, and he said he could see the changes developing then.



Sam Griggs, Aeronautics' assistant administrator for education, looks over some VA circulars with Barbara Simpson of Salem Aviation.

## Old bridges...

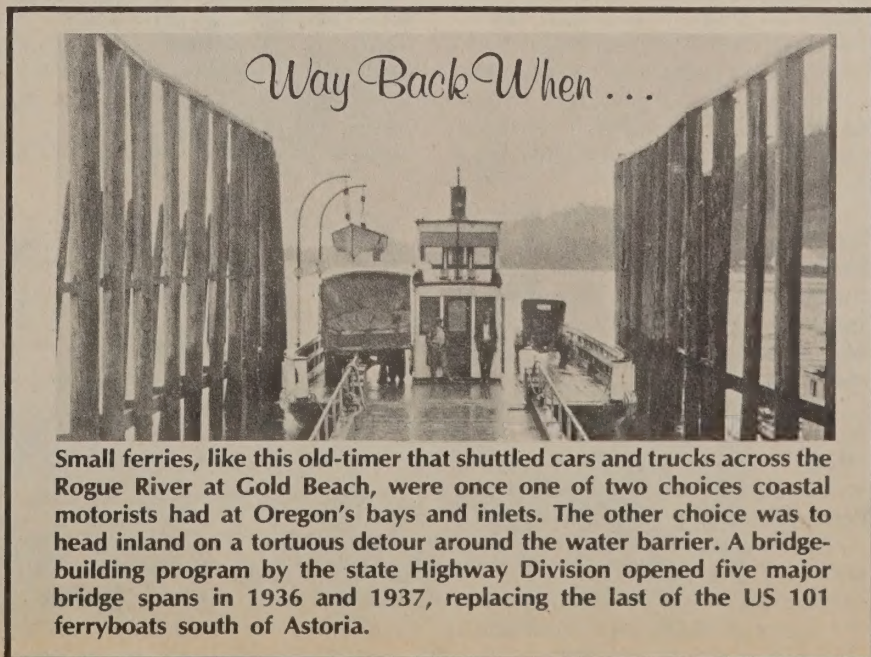
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The Highway Division will inventory and assign a priority to all older highway bridges in the state. A two-man task force, Dwight Smith, Environmental Section, and Jerry Test, Bridge Section, has been assigned to the program.

The Transportation Commission will also be asked to appoint a five-member technical advisory committee to assist in the work. This group would provide professional evaluation--weighing preservation against a safer transportation system.

By preparing the systematic inventory and priority list at this time, Smith said, many problems will be eliminated and money saved rather than doing it on a project-by-project basis.

"We hope to locate the problems and make it easier to proceed when the time comes to work on these historically significant structures," he said.



Small ferries, like this old-timer that shuttled cars and trucks across the Rogue River at Gold Beach, were once one of two choices coastal motorists had at Oregon's bays and inlets. The other choice was to head inland on a tortuous detour around the water barrier. A bridge-building program by the state Highway Division opened five major bridge spans in 1936 and 1937, replacing the last of the US 101 ferryboats south of Astoria.

# Astoria toll collectors proud of their unique job

The small, rectangular booth, set between two lanes of traffic, barely has enough room for two people. Yet it houses seven--usually alone or in pairs--who work three shifts around-the-clock, every day of the year.

The Astoria Bridge toll collectors are the only ones in the state doing their type of work. Toll is taken only on the Oregon side of the interstate bridge for vehicles traveling in both directions. The money pays for the bridge's construction costs and maintenance.

Ross Jennings, a toll collector for seven years, currently works the 8 a.m. to 4 p.m. shift. He said he enjoys the job because he likes meeting people.

"I've worked with people all my life and I enjoy it," he said. "You see people you know, though you don't get to talk to them too much."

The job has its "regular customers"--people who cross the bridge almost daily.

Jennings' partner on the shift, Suzanne Schulke, has been a toll collector for three years. She said meeting people was one of the things she likes best about the job.

"There's also a lot of camaraderie among the people here," he said. "Most of us get along pretty well."

The amount of toll for each type of vehicle is posted next to the booth.

- motorcycles--50 cents;
- cars, pickups or light trucks under 8,000 pounds--\$1.50;
- cars or pickups with trailers--\$2;
- any vehicle over 8,000 pounds--\$3;
- semi-trucks or combination axles--\$4.

The toll collectors usually have to take the word of drivers on how much their vehicles weigh.

Instead of a cash register, the toll collectors punch buttons on a tabulating machine to record the type of vehicle, or number of axles,

and amount of toll taken. Their manual count is compared with an automatic one, recorded by a counter buried in the pavement by the tollbooth.

Except for winter months, between 2,000 and 3,000 cars cross the bridge daily.

Sometimes the toll collectors get "bridge-runners"--people who don't stop to pay the toll.

"We holler at them," Schulke said, "but if they don't stop we just punch the button to let the office know where the two axles came from. You get people like that, but most are pretty nice about paying."

All the toll collectors are responsible for their own cash drawers and money collected during their shift.

Roy Swanson, toll collector supervisor, said the collectors usually take in between \$2,000 and \$3,000 a day, depending on the weather and traffic. The amount drops in the winter.

After each shift, the toll collectors count their money and number of vehicles and make sure the numbers correspond with those recorded in the office.

## Police next door

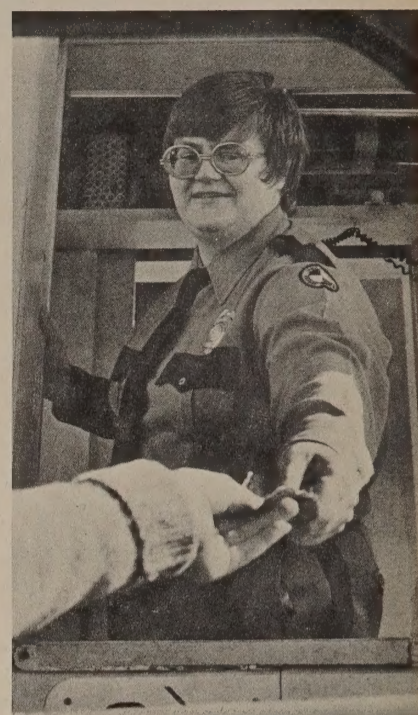
The money is counted in a locked room in the Administration Building, located next to the tollbooth. Swanson said there have been no problems in the 20 years toll has been collected and transported between the booth and building.

One of the main reasons for this, he believes, is the State Police outpost located in the same building.

"It really helps our security to have them right next door," Swanson said.

Weekends are usually the busiest times for the toll collectors.

"There really isn't one especially busy day of the year," he said, "al-



Toll Collector Carleen Hilton accepts another toll.

though they get a lot of tourists in the summer. It depends on the clam tides and the sport seasons, and what's going on in the vicinity."

One day in particular, however, still stands out in Swanson's mind.

"You should have seen us the day Mount St. Helens blew," he said. "Traffic was backed up all the way over the bridge and four miles in each direction on this side. Drivers were irritated and people in the booth were just frantic. We had to call in an extra person."

## Shifts usually uneventful

Jennings said usually the shifts are uneventful, with some hectic and slow periods.

"It gets busy, then it slacks off," he said. "We don't have much time to rest. We don't take regular breaks or lunch--we just have to eat on the job."

He said one difficulty of the job is adjusting to the midnight to 8 a.m. "graveyard" shift. "It's hard to get used to for the first couple of days," he said, "then it's all right. I don't mind it."

Schulke said the shifts change monthly, so everyone gets a chance to work the graveyard shift and holidays.

"We get one holiday off every three or four years," she said.



Suzanne Schulke enjoys her job as toll collector on the Astoria Bridge.

## Funding sources vanish

### ODOT's rideshare project close to 'striking out'

By Doug Roberts  
Energy Information Officer

The count is 0-2 against ODOT's statewide ridesharing project and the program may be one pitch away from striking out.

The rideshare project--that was moving toward full operation this summer--was thrown two hard-breaking "curves" recently.

First, the Ways and Means Subcommittee studying ODOT's 1981-83 budget stipulated that no highway funds may be used for supporting ridesharing.

That decision left state general funds or federal funds as the only remaining sources for project funding, and with the state general fund so tight, the federal avenue was the only feasible one remaining.

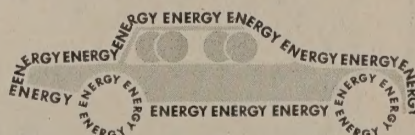
Then, the Federal Highway Administration passed over ODOT's grant application despite strong support from the Salem and Portland FHWA offices.

The two misses left the project with only one "pitch" left: possible reconsideration by FHWA, since the agency had not yet disbursed all of the funds available.

## DRIVE SMARTER TIPS

With the summer driving season approaching, this issue of VIA will include several "Drive Smarter Tips," all dealing with warm-weather or vacation driving.

One of the items most closely associated with warm weather driving is air conditioning. Because air conditioning units often add 100 pounds or more to your vehicle's weight, they rob you of as much as a mile per gallon throughout the year.



When the air conditioning is operating, it is also draining power from the engine. In city driving, air conditioning can reduce fuel economy by one to three mpg.

Air conditioning, however, is more fuel-efficient than rolling down the windows in most cases when driving at highway speeds.

The best method for cooling your vehicle's interior in warm

weather is using the flow-through ventilation system and opening the rear windows slightly.

When traveling during the summer months, be sure to load your vehicle so as to avoid any extra weight and to use the trunk to its maximum efficiency.

## Wind drag

Carrying items on top of the vehicle increases wind drag considerably, which reduces fuel economy. If you must place items on top of the vehicle, put them as far back as safety allows.

Do not overload a small, fuel-efficient vehicle with luggage inside and outside. You are only defeating the fuel economy for which you selected the vehicle.

Of course, one of the best fuel-savers in terms of vacations is to travel close to home.

Since a 2,000-mile vacation trip may account for as much as 20 percent of your vehicle's annual mileage, vacationing near home can save considerable wear and tear as well as fuel.

Still better is to give the family vehicle a vacation, too, and take public transportation on your trip.

## Years 5 Ago

Five years ago in VIA the lead story was the proposed 11 percent salary increase for all state employees, to take effect July 1.

The pay increase required approval of the Legislative Emergency Board, and would help Oregon catch-up with the average maximum pay of other western states.

Also in the June issue, VIA announced H. Scott Coulter had been appointed State Highway Engineer by the Transportation Commission.



Dave Ringeisen, Photogrammetry, explains the prices of maps available through the department to Salem shopper.



Tom Weatherford of Metro explains a transit in elementary language.



Don Frantz of Metro Planning displays concrete and aggregate samples.

Over 32,000 people state-wide attended displays set up in malls and shopping centers throughout the five regions for National Transportation Week.

Exhibits from all five divisions of ODOT were on display, along with personnel to answer questions and demonstrate equipment.

ODOT's jazz band, The Transtooters, played for a small but admiring audience in Lancaster Mall in Salem.



Delores Kruckman and Millie Wilson of Parks answer Portland shoppers' questions.



The Transtooters and "The Saints Go Marching In."

## National Transportation Week, 1981...



Bill Tebeau (r), Jerry Robertson and Bob Ellison judge the photo contest entries.

VIA's first National Transportation photo contest drew 25 entries in four categories.

Winners in the black and white transportation-related category were: 1st--John Sheldrake, 2nd--Ken Husby, 3rd--Lee LaFontaine.

Winners in the color employee category were: 1st--Ken Rountree, 2nd--James Millican, 3rd--Richard Anderson.

Winners in the black and white employee category were: 1st--James Millican, 2nd--John Sheldrake, 3rd--Lee LaFontaine.

Winners in the color transportation category were: 1st--LeRoy Drake, 2nd--Don Brant, 3rd--Roy Priem.



Running makes Ann Gooley thirsty.

ODOT's third annual 10K (6.2 mile) run was held Saturday, May 16, on Minto Island in Salem.

Almost 50 employees participated in the run, and about 10 ran in a 1 mile fun-run.

Doug Eakin, 35, finished first in the 10K with 34:09, Cam Gilmour, 31, was second with 34:59, and Eb Engelmann, 39, was third with 38:58.

Cindy Vergari, 25, was the first woman to finish the 10K with 46:18, and Arnie Kujala won the 1 mile run with 7:00.

This is the third year DOTs from Maine to Oregon have held 10K runs and compared their top five times.

Sixteen states competed this year, but the results were not known at press time.



Commissioner Tom Walsh and Assistant Director Fred Miller confer after the race.



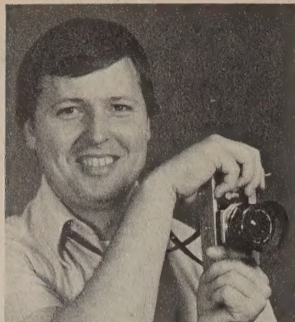
Doug Eakin breaks through the ribbon in 34:09.



Roselyn Kay after the race.



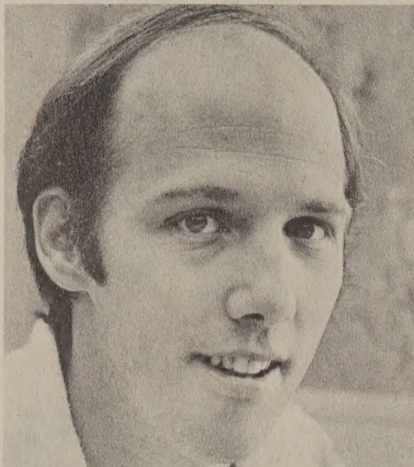
They're off and running at the start of the 10K race.



Jerry Robertson is VIA's roving photographer. VIA's editors frame the question of the month, and answers are edited only for length.

# CANDID COMMENTS

What do you like most about your job with ODOT?



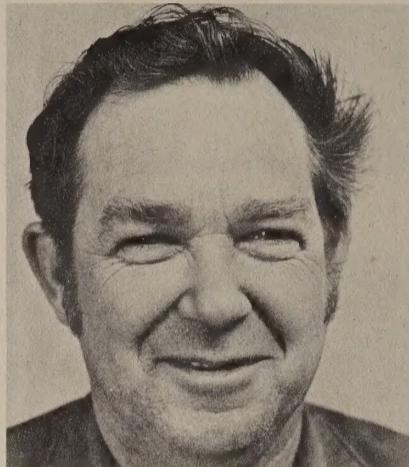
**DON AMAN, ODOT**  
Engineering Specialist, Salem

I like the overall exposure I'm getting to the Highway Division--I'm getting a better idea of how the whole thing works. And I like the responsibility of the job. I get to review what other people do and use my own judgment, which is where the responsibility comes in.



**ERWIN CARPENTER, HWY**  
Shop Supervisor, Bend

I like the people I work with and being part of an organization, which is the main reason I'm here--it sure isn't for the money. I enjoy keeping the equipment going. It's a challenge, but it's a good job. There's enough outside work to make it interesting.



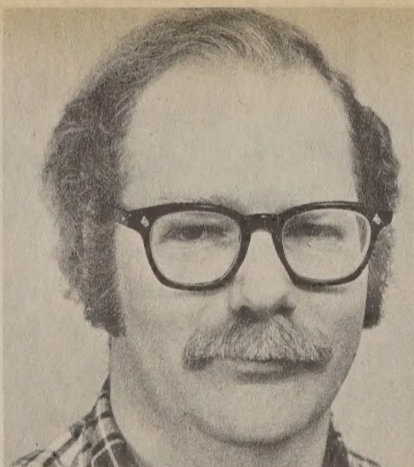
**JAMES STEELE, HWY**  
HMS 1, Baldock

I like all the related jobs that go with highway maintenance, especially the varied conditions and being able to work outdoors.



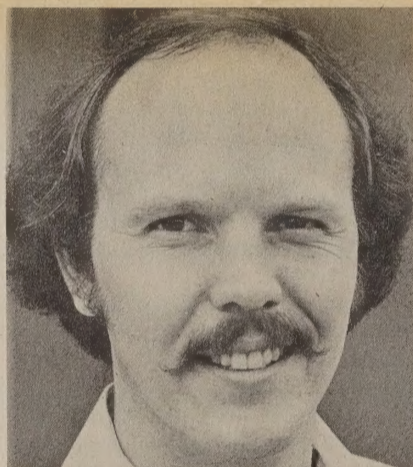
**STEVE HURST, DMV**  
MVR 2, N. Portland

There really isn't any one thing that I can say I like the best. It's a OK job--better than some I've had.



**DENNIS EDWARDS, HWY**  
HMW 3, Milwaukie

I like the variety and the different challenges of the jobs. It seems like we're always doing something different.



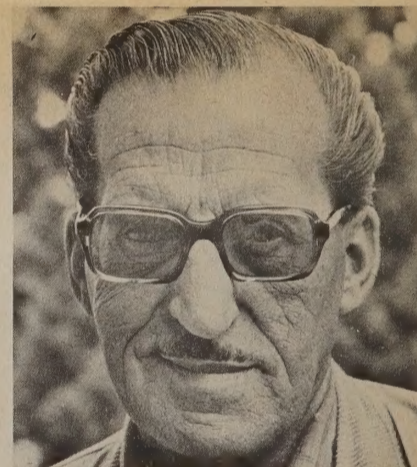
**PAT COREY, ODOT**  
Administrative Assistant, Salem

I like working with the people--those around me as employees and the public, although that isn't too often. The people I'm involved with are concerned about their job and have a professional attitude. The reward is in working with these people and getting the job completed. It makes the job easier, and I like that aspect the best.



**SHIRLEY GARDIPEE**  
Weighmaster 1, Salem

It's different from anything else I've ever done. Sometimes I'm inside and sometimes I'm outside. It's not a job you see a lot of women doing, and that's what I like about it.



**ELLIS JONES, HWY**  
Res. Const. Eng., Eugene

I like the variety of problems--no two days are ever the same in construction work. It's not a routine job--there is essentially different work to do every day. I don't feel I'm in a rut or tied down to a desk. It comes down to variety--different problems, different challenges.

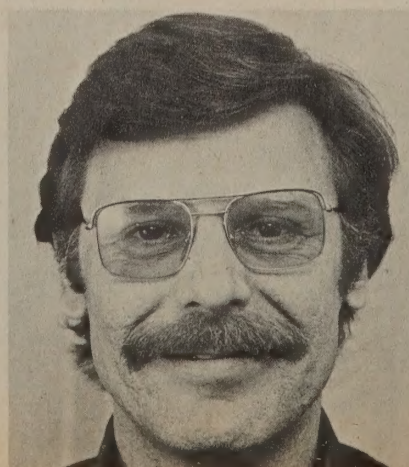
**MARION CRAFT, HWY**  
Reg. 1 Const. Eng., Milwaukie

I like everything about my job--the variety of work, the people I work with, and the freedom I have to make choices and decisions to do whatever is needed to get the job done. In construction, I get to see a project go from plans on paper to an actual concrete structure. I think the feeling in the Highway Division is that we do a really good job--we have a good system and we're proud of it.



**CLARENCE ESHELMAN, HWY**  
Region 1 Geologist, Milwaukie

I like the challenge and the variety of work. There's a lot of different things going on all the time--it's interesting.



# People Page

## Moving up the ranks

### CONGRATULATIONS

The following ODOT employees received promotions recently:

**Lynnea Alburn**, Clerical Assistant to Clerical Specialist, Salem.

**Catherine Barker**, Clerical Assistant to Clerical Specialist, Salem.

**Lynn Boltjes**, Clerical Assistant to Clerical Specialist, Salem.

**Kenneth Bronson**, Motor Vehicles Rep. (MVR) 2 to MVR 3, N. Salem.

**Billie Brown**, Clerical Assistant to Clerical Specialist, Salem.

**Karen Burnett**, Clerical Assistant to Clerical Specialist, Salem.

**May Carter**, Clerical Specialist, Salem, to MVR 1, Hillsboro.

**Kathleen DeMello**, Clerical Assistant to Clerical Specialist, Salem.

**Lorraine Ellis**, Management Asst. B in DOT to Administrative Asst. 3 in Construction.

**Cherryle Erickson**, Clerical Assistant to Clerical Specialist, Salem.

**Mary Getman**, Clerical Assistant to Clerical Specialist, Salem.

**Dan L. Gibson**, Highway Maintenance Worker (HMW) 3 to Highway Maintenance Supervisor (HMS) B, Milwaukie.

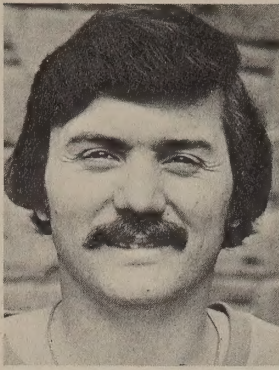
**Eileen Hines**, Clerical Assistant to Clerical Specialist, Salem.

**Donita Jackley**, Clerical Assistant to Clerical Specialist, Salem.

**Frank T. Kaiser**, HMW 4, Troutdale, to Highway Maintenance Foreman (HMF) 1, Portland.



Lisa McCormick



Dan Gibson



Barbara Ridenour

**Susan Kramer**, Clerical Assistant to Clerical Specialist, Salem.

**Jacquelyn Lucey**, Clerical Assistant to Clerical Specialist, Salem.

**Teri Martin**, Clerical Assistant to Clerical Specialist, Salem.

**Janell Minten**, Clerical Assistant to Clerical Specialist, Salem.

**Douglas F. Moncrief**, HMW 2 to HMF 1, Tillamook.

**Taunie Murray**, Management Asst. A to Personnel Asst., Salem.

**Lisa K. McCormick**, Clerical Assistant to Secretary, Salem.

**Terry Pace**, MVR 1 to MVR 2, S. Salem.

**Vicky Peterson**, Clerical Assistant to Clerical Specialist, Salem.

**Mary Preuitt**, Clerical Assistant to Clerical Specialist, Salem.

**Barbara Ridenour**, Clerical Assistant to Clerical Specialist, Salem.

**Ellen Ripp**, Clerical Assistant to Clerical Specialist, Salem.

**Juanita Sanchez**, Clerical Assistant to Clerical Specialist, Salem.

**Robert B. Skubinna**, HMW 2 to HMW 3, Adel.

**Alvina Sparks**, Clerical Assistant to Clerical Specialist, Salem.

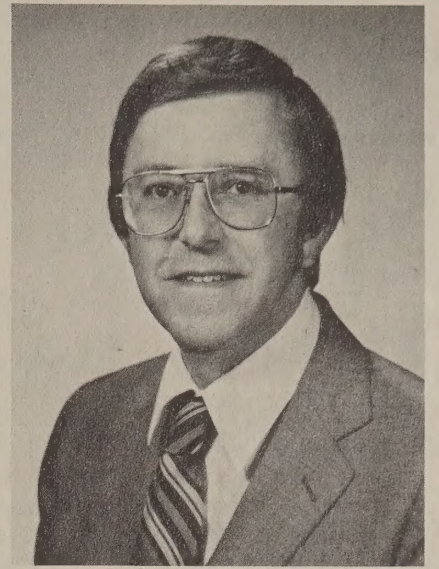
**Beverly Spooner**, Clerical Assistant to Clerical Specialist, Salem.

**Sandra Stewart**, Clerical Assistant to Clerical Specialist, Salem.

**Marilyn Vinas**, Clerical Assistant to Clerical Specialist, Salem.

**Betty Weiss**, Clerical Assistant to Clerical Specialist, Salem.

**Shirley Ziebart**, Clerical Assistant to Management Assistant, Salem.



## Wilken named administrator

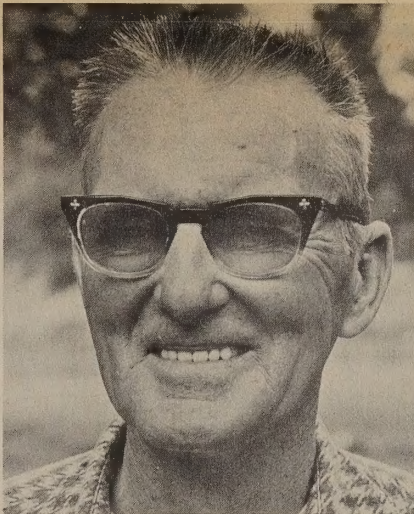
Dale E. Wilken, who combines the qualities of professional engineering and administration, has arrived in Salem to head up Federal Highway Administration activities.

The FHWA, which is a part of the U.S. Department of Transportation, administers the Highway Trust Fund and other allocations which benefit the state and local entities.

Division Administrator Wilken, who was appointed to his new position in Salem March 23, formerly served as chief of the FHWA's Environmental Review Branch in the Washington, D.C. headquarters.

Wilken is returning to the northwest where he previously served as area engineer in their Montana Division; Systems & Programs Engineer and Assistant Director for Environment & Design in their northwest region office, Portland; and Assistant Division Administrator in the Washington Division located at Olympia.

## Retirements



Jess Gray

**Jesse O. Gray**, a highway maintenance worker on the extra gang crew in Bend, retired June 1 after 32 years with the Highway Division.

Gray started his career in Klamath Falls in 1949 as a maintenance worker 1.

He was transferred from Klamath Falls to Redmond, and finally to Bend, where he has been a maintenance worker 4 for 20 years.

"My years with Highway have been good," Gray said, "but I'm looking forward to retiring. I've got a lot of work to do on my place."

Other retirees include:

**Fred Gullock**, HMW 2, Ashland, 12-and-a-half years.

**Lloyd N. Seibert**, HMW 3, Tigard, 20 years.

## Insurance cost down for ODOT

Gov. Vic Atiyeh, in a recent letter to Transportation Director Fred Klaboe, said ODOT will enjoy a sizable reduction in the premium cost of Worker's Compensation insurance during the 1981-82 annual period.

Before the 1981-83 agency budgets were formed, State Accident Insurance Fund (SAIF) Corporation anticipated a 33 to 53 percent increase in worker's compensation rates to be paid by most state agencies.

"Your agency budgeted for a 38 percent increase in rates," the Governor wrote. "However, instead of the 38 percent increase your new rate will be a 23 percent decrease, based upon the loss experienced in your agency."

According to the Executive Department's figures, Highway, Parks and Motor Vehicle divisions will save \$1.1 million, \$56,000 and \$88,000 respectively per biennium in premiums.

"Congratulations on carrying out an accident prevention and cost control program that warrants a sizable decrease in the originally projected worker's compensation premium cost," Gov. Atiyeh wrote.

### OH, DOTTIE!

By: Roy Priem



## Remembering

The following ODOT retirees passed away recently:

**David B. Falkenhagen**, 78, died March 6 in Salem. He worked for the Highway Division for 25 years in The Dalles and Redmond areas.

**Eugene J. Dietz**, 84, died April 14 in the Elderest Nursing Home in Salem.

He was born in Jefferson City, MO, and had been a resident of Salem since 1916.

He retired in 1961 as an Automotive Mechanic 2 in Salem after working for the Highway Division for over 42 years.

## Two crews earn SAIF awards

Two crews earned SAIF awards recently. They are:

**Crew 101-04**, Salem Fab Shop; 50,000 man-hours; Edward Hansen, supervisor.

**Crew 101-01**, Salem Equipment Shops; 150,000 man-hours; Robert Kuenzli, supervisor.

